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| | |
|------------------------|--------------------------|
| Application Number | 09/895883 |
| Filing Date | 06/29/2001 |
| First Named Inventor | Michael Joseph Calderaro |
| Art Unit | 2681 |
| Examiner Name | Diane Russele |
| Attorney Docket Number | AUS920010238US1 |

I hereby revoke all previous powers of attorney given in the above-identified application.

A Power of Attorney is submitted herewith.

OR

I hereby appoint the practitioners associated with the Customer Number: 32,329

Please change the correspondence address for the above-identified application to:

The address associated with
Customer Number: 32,329

OR

| | | | | |
|--|----------------------------------|-------|--------------|-----|
| <input checked="" type="checkbox"/> Firm or Individual Name | IBM CORPORATION - MARK S. WALKER | | | |
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I am the:

Applicant/Inventor.

Assignee of record of the entire interest. See 37 CFR 3.71.
Statement under 37 CFR 3.73(b) is enclosed. (Form PTO/SB/96)

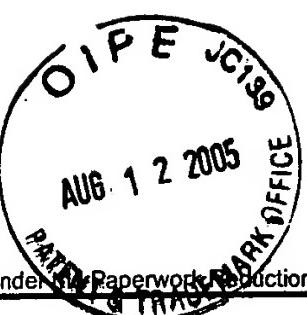
SIGNATURE of Applicant or Assignee of Record

| | | | |
|-----------|---|-----------|--------------|
| Name | LYNNE D. ANDERSON, Program Manager, USPTO Liaison | | |
| Signature | | | |
| Date | 8-11-05 | Telephone | 703-299-1455 |

NOTE: Signatures of all the inventors or assignees of record of the entire interest or their representative(s) are required. Submit multiple forms if more than one signature is required, see below*.

*Total of 1 forms are submitted.

This collection of information is required by 37 CFR 1.36. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 3 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, P.O. Box 1450, Alexandria, VA 22313-1450. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450.

**STATEMENT UNDER 37 CFR 3.73(b)**Applicant/Patent Owner: MICHAEL JOSEPH CALDERARO, et al.Application No./Patent No.: 09/895883 Filed/Issue Date: 06/29/2001

Entitled: SYSTEM AND METHOD FOR IMPROVED MATRIX MANAGEMENT OF PERSONNEL PLANNING FACTORS

International Business Machines Corporation, CORPORATION OF NEW YORK

(Name of Assignee)

(Type of Assignee, e.g., corporation, partnership, university, government agency, etc.)

states that it is:

1. the assignee of the entire right, title, and interest; or
2. an assignee of less than the entire right, title and interest.
The extent (by percentage) of its ownership interest is _____ %

in the patent application/patent identified above by virtue of either:

A. An assignment from the inventor(s) of the patent application/patent identified above. The assignment was recorded in the United States Patent and Trademark Office at Reel 011978, Frame 0714, or for which a copy thereof is attached.

OR

B. A chain of title from the inventor(s), of the patent application/patent identified above, to the current assignee as shown below:

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[NOTE: A separate copy (i.e., a true copy of the original assignment document(s)) must be submitted to Assignment Division in accordance with 37 CFR Part 3, if the assignment is to be recorded in the records of the USPTO. See MPEP 302.08]

The undersigned (whose title is supplied below) is authorized to act on behalf of the assignee.



Signature8-11-05

Date_____
LYNNE D. ANDERSON

Printed or Typed Name_____
703-299-1455

Telephone Number_____
PROGRAM MANAGER, USPTO LIAISON

Title_____
Docket: AUS920010238US1

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Date: April 6, 2004

A handwritten signature in black ink, appearing to read "Gerald Rosenthal".

Gerald Rosenthal
Vice President, Intellectual Property & Licensing
International Business Machines Corporation